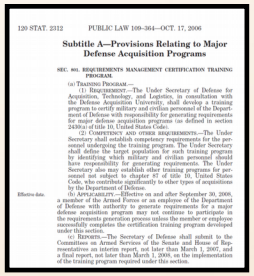
Requirements Dept Timeline (2006 – 07)

2007 NDAA Oct 2006



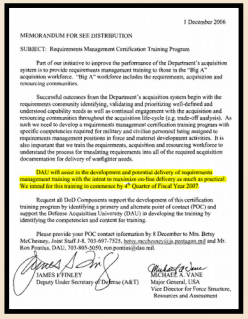
120 STAT. 2312 PUBLIC LAW 109-364—OCT. 17, 2006

Subtitle A—Provisions Relating to Major Defense Acquisition Programs

SEC. 801. REQUIREMENTS MANAGEMENT CERTIFICATION TRAINING PROGRAM.

(a) TRAINING PROGRAM.—
(1) REQUIREMENT.—The Under Secretary of Defense for Acquisition, Technology, and Logistics, in consultation with the Chairman of the Joint Chiefs of Staff, shall establish a program to be known as the certification training program for members of the Department of Defense with responsibility for generating requirements for major defense acquisition programs (as defined in section 2430(a) of title 10, United States Code).
(2) COMPETENCY AND OTHER REQUIREMENTS.—The Under Secretary shall establish competency requirements for the personnel undergoing the training program. The Under Secretary shall define the target population for such training program and shall ensure that it includes all personnel who currently have responsibility for generating requirements. The Under Secretary also may establish other training programs for personnel not subject to chapter 87 of title 10, United States Code, who contribute significantly to other types of acquisitions by the Department of Defense.
Effective date. (b) APPLICABILITY.—Effective on and after September 30, 2008, a member or employee of the Department of Defense or a member of Defense with authority to generate requirements for a major defense acquisition program may not continue to participate in the requirements generation process unless the member or employee successfully completes the certification training program developed under this section.
(c) REPORTS.—The Secretary of Defense shall submit to the Committees on Armed Services of the Senate and House of Representatives an interim report, not later than March 1, 2007, and a final report, not later than March 1, 2008, on the implementation of the training program required under this section.

RMCT Prog Memo #1 Dec 2006



1 December 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Requirements Management Certification Training Program

Part of our initiative to improve the performance of the Department's acquisition system is to provide requirements management training to those in the "Big A" acquisition workforce. "Big A" workforce includes the requirements, acquisition and resourcing communities.

Successful outcomes from the Department's acquisition system begin with the requirements community identifying, validating and prioritizing well-defined and understood capability needs as well as continual engagement with the acquisition and resourcing communities throughout the acquisition life-cycle (e.g. trade-off analysis). As such we need to develop a requirements management certification training program with specific competencies required for military and civilian personnel being assigned to requirements management positions in Force and materiel development activities. It is also important that we train the requirements, acquisition and resourcing workforce to understand the process for translating requirements into all of the required acquisition documentation for delivery of warfighter needs.

DAU will assist to the development and potential delivery of requirements management training with the intent to maximize on-line delivery as much as practical. We intend for this training to commence by 4th Quarter of Fiscal Year 2007.

Request all DoD Components support the development of this certification training program by identifying a primary and alternate point of contact (POC) and support the Defense Acquisition University (DAU) in developing the training by identifying the competencies and content for training.

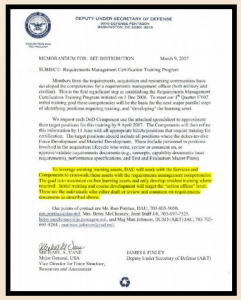
Please provide your POC contact information by 8 December to Mrs. Betsy McChesney, *Joint Staff J-8*, 703-697-7925, betsy.mcchesney@js.pentagon.mil and Mr. Ron Positus, DAU, 703-805-2059, ron.positus@dau.mil.

JAMES FINLEY
Deputy Under Secretary of Defense (A&T)

MICHAEL A. VANE
Major General, USA
Vice Director for Force Structure, Resources and Assessment

RM Competency Review Dec 2006

RMCT Prog Memo #2 Mar 2007



DEPUTY UNDER SECRETARY OF DEFENSE

MEMORANDUM FOR: SEE DISTRIBUTION March 9, 2007

SUBJECT: Requirements Management Certification Training Program

Members from the requirements, acquisition and resourcing communities have developed a Requirements Management Certification Training Program (RMCTP) for military and civilian personnel with responsibility for generating requirements for major defense acquisition programs. This initiative, which involves representatives from the Military Departments, Defense Agencies Combatant Commands, and Joint Staff (as led by Dr. James Finley, Deputy Under Secretary of Defense (Acquisition and Technology) and Major General Michael Vane, Vice Director Joint Staff J-8.

As the first step, members from DoD requirements, acquisition, and resource communities identified 112 competencies for requirements management personnel. These competencies cover 29 major topic areas to include the interrelationship between the requirements, resource, and acquisition processes as well as the importance of stable, technically mature, feasible and achievable requirements.

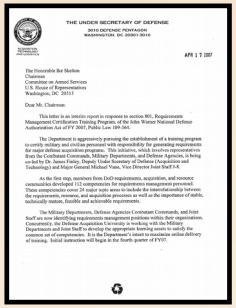
The Military Departments, Defense Agencies Combatant Commands, and Joint Staff are now identifying requirements management positions within their organizations. Concurrently, the Defense Acquisition University is working with the Military Departments and Joint Staff to develop the appropriate learning assets to satisfy the common set of competencies. It is the Department's intent to maximize online delivery of training. Initial instruction will begin in the fourth quarter of FY07.

Our points of contact are Mr. Ron Positus, DAU, 703-805-3059, Ron.positus@dau.mil; Mrs. Betsy McChesney, Joint Staff J-8, 703-697-7925, Betsy.McChesney1@js.pentagon.mil, and Maj Matt Johnson, DUSD (A&T) LMC, 703 [illegible] 4284, matthew.johnson@osd.mil.

MICHAEL A. VANE
Major General, USA
Vice Director for Force Structure, Resources and Assessment

JAMES FINLEY
Deputy Under Secretary of Defense (A&T)

Interim Report to Congress Apr 2007



THE UNDER SECRETARY OF DEFENSE
3010 DEFENSE PENTAGON
WASHINGTON, DC 20301-3010

APR 17 2007

The Honorable Ike Skelton
Chairman
Committee on Armed Services
U.S. House of Representatives
Washington, DC 20515

Dear Mr. Chairman:

This letter is an interim report in response to section 801, Requirements Management Certification Training Program, of the John Warner National Defense Authorization Act of FY 2007, Public Law 109-364.

The Department is aggressively pursuing the establishment of a training program to certify military and civilian personnel with responsibility for generating requirements for major defense acquisition programs. This initiative, which involves representatives from the Military Departments, Defense Agencies and Joint Staff (as led by Dr. James Finley, Deputy Under Secretary of Defense (Acquisition and Technology) and Major General Michael Vane, Vice Director Joint Staff J-8.

As the first step, members from DoD requirements, acquisition, and resource communities identified 112 competencies for requirements management personnel. These competencies cover 29 major topic areas to include the interrelationship between the requirements, resource, and acquisition processes as well as the importance of stable, technically mature, feasible and achievable requirements.

The Military Departments, Defense Agencies Combatant Commands, and Joint Staff are now identifying requirements management positions within their organizations. Concurrently, the Defense Acquisition University is working with the Military Departments and Joint Staff to develop the appropriate learning assets to satisfy the common set of competencies. It is the Department's intent to maximize online delivery of training. Initial instruction will begin in the fourth quarter of FY07.

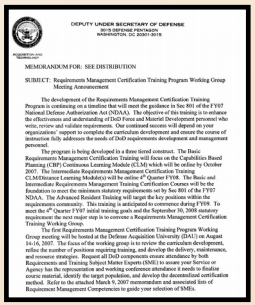
Tri-Chair IPR Jun 2007

Attendees:
Dr. Finley, DUSD(A&T)
MajGen Vane, Jt Staff/J8
Mr. Pat Wills, DAU

Requirements Dept Timeline (2007 – 08)

CLM 041 Workshop Jun 2007

RMCT WG Aug 2007



DEPUTY UNDER SECRETARY OF DEFENSE
3010 DEFENSE PENTAGON
WASHINGTON, DC 20301-3010

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Requirements Management Certification Training Program Working Group Meeting Announcement

The development of the Requirements Management Certification Training Program is continuing on a timeline that will meet the guidance in Sec 801 of the FY07 National Defense Authorization Act (NDAA). The objective of this training is to enhance the effectiveness and understanding of DoD Force and Materiel Development personnel who write, review and validate requirements. Our continued success will depend on your organizations' support to complete the curriculum development and ensure the course of instruction fully addresses the needs of DoD requirements development and management personnel.

The program is being developed in a three tiered construct. The Basic Requirements Management Certification Training will focus on the Capabilities Based Planning (CBP) Continuous Learning Module (CLM) which will be online by October 2007. The Intermediate Requirements Management Certification Training CLM(Distance Learning Modality) will be online 4th Quarter FY08. The Basic and Intermediate Requirements Management Training Certification Courses will be the mandatory training for requirements personnel as directed by Sec 801 of the FY07 NDAA. The Advanced Resident Training will target the key positions within the requirements community. This training is anticipated to commence during FY09. To meet the 4th Quarter FY07 initial training goals and the September 30, 2008 statutory requirement the next major step is to convene a Requirements Management Certification Training Working Group.

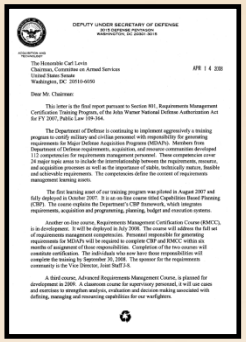
The first Requirements Management Certification Training Program Working Group meeting will be hosted at the Defense Acquisition University (DAU) on August 14-16, 2007. The focus of the working group is to review the curriculum development, refine the number of positions requiring training, and develop the delivery, maintenance, and resource strategies. Request all DoD components ensure attendance by both Requirements and Training Subject Matter Experts (SME) to assure your Service or Agency has the representation and working conference attendance it needs to finalize course material, identify the target populations, and develop the decentralized certification method. Refer to the attached March 9, 2007 memorandum and associated lists of Requirement Management Competencies to guide your selection of SMEs.

CLM 041 Launch Sep 2007

Tri-Chair IPR Oct 2007

GO/FO Brief Dec 2007

Final Report to Congress Apr 2008



DEPUTY UNDER SECRETARY OF DEFENSE
3010 DEFENSE PENTAGON
WASHINGTON, DC 20301-3010

The Honorable Carl Levin
Chairman, Committee on Armed Services
United States Senate
Washington, DC 20510-6050

APR 14 2008

Dear Mr. Chairman

This letter is the final report pursuant to Section 801, Requirements Management Certification Training Program, of the John Warner National Defense Authorization Act for FY 2007, Public Law 109-364.

The Department of Defense is continuing to implement aggressively a training program to certify military and civilian personnel with responsibility for generating requirements. The training program will ensure that personnel in the Department of Defense requirements, acquisition, and resource communities developed 112 competencies for requirements management personnel. These competencies cover 24 major topic areas to include the interrelationship between the requirements, resource, and acquisition processes as well as the importance of stable, technically mature, feasible and achievable requirements. The competencies define the current of requirements management learning assets.

The first learning asset of our training program was piloted in August 2007 and fully deployed in October 2007. It is an on-line course titled Capabilities Based Planning (CBP). The course explains the Department's CBP framework, which integrates requirements, acquisition and programming, planning, budget and execution systems.

Another on-line course, Requirements Management Certification Course (RMCC), is in development. It will be deployed in July 2008. The course will address the full set of requirements management competencies. Personnel responsible for generating requirements will be required to complete the course within the first twelve (12) months of assignment of those responsibilities. Completion of the two courses will constitute certification. The individuals who now have those responsibilities will complete the training by September 30, 2008. The sponsor for the requirements community is the Vice Director, Joint Staff J-8.

A third course, Advanced Requirements Management Course, is planned for development in 2009. A classroom course, in supervisory personnel, it will use cases and exercises to strengthen analysis, evaluation and decision-making associated with defining, managing and resourcing capabilities for our warfighters.

Requirements Dept Timeline (2008)

Tri-Chair
IPR
Apr 2008

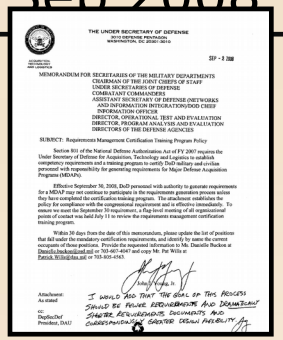
RQM 110
Pilot
Jun 2008

Tri-Chair
IPR
Jul 2008

RQM 110
Launch
Aug 2008

RQM 403
Launch
Aug 2008

RMCT
Program
Policy
Sep 2008



THE UNDER SECRETARY OF DEFENSE
3010 DEFENSE PENTAGON
WASHINGTON, DC 20301-3010

SEP - 2 2008

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
UNDER SECRETARIES OF DEFENSE
COMBATANT COMMANDERS
ASSISTANT SECRETARY OF DEFENSE (NETWORKS AND INFORMATION INTEGRATION)/DOD CHIEF INFORMATION OFFICER
DIRECTOR, OPERATIONAL TEST AND EVALUATION
DIRECTOR, PROGRAM ANALYSIS AND EVALUATION
DIRECTORS OF THE DEFENSE AGENCIES

SUBJECT: Requirements Management Certification Training Program Policy

Section 811 of the National Defense Authorization Act of FY 2007 requires the Under Secretary of Defense for Acquisition, Technology and Logistics to establish competency requirements and a training program to certify DoD military and civilian personnel with responsibility for generating requirements for Major Defense Acquisition Programs (MDAPs).

Effective September 30, 2008, DoD personnel with authority to generate requirements for a MDAP may not continue to participate in the requirements generation process unless they have completed the certification training program. The attachment establishes the policy for compliance with the congressional requirement and is effective immediately. To ensure we meet the September 30 requirement, a flag-level meeting of all organizational points of contact was held July 11 to review the requirements management certification training program.

Within 20 days from the date of this memorandum, please update the list of positions that fall under the mandatory certification requirements, and identify by name the current occupants of those positions. Provide the requested information to Ms. Danielle Buckon at Danielle.buckon@osd.mil or 703-607-4047 and copy Mr. Pat Wills at Patrick.Wills@dau.mil or 703-805-4543.

Attachment:
As stated

cc:
DepSecDef
President, DAU

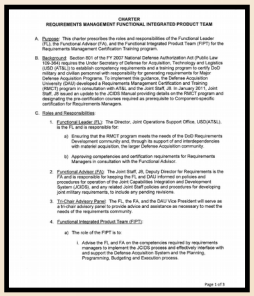
I WOULD ADD THAT THE GOAL OF THIS PROCESS SHOULD BE FEWER REQUIREMENTS AND DOCUMENTS AND SUBSEQUENTLY GREATER DESIGN FLEXIBILITY

Requirements Dept Timeline (2008 – Present)

RQM 413 (4-Star/SES) Launch Apr 2008

RQM 310 Launch Aug 2010

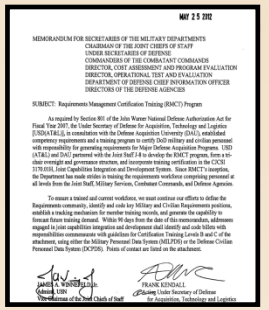
RMCT Charter Jun 2011



CLR 101 Release Sep 2011

RMCT JCIDS Added to Manual Dec 2011

Billet Coding DTM May 2012



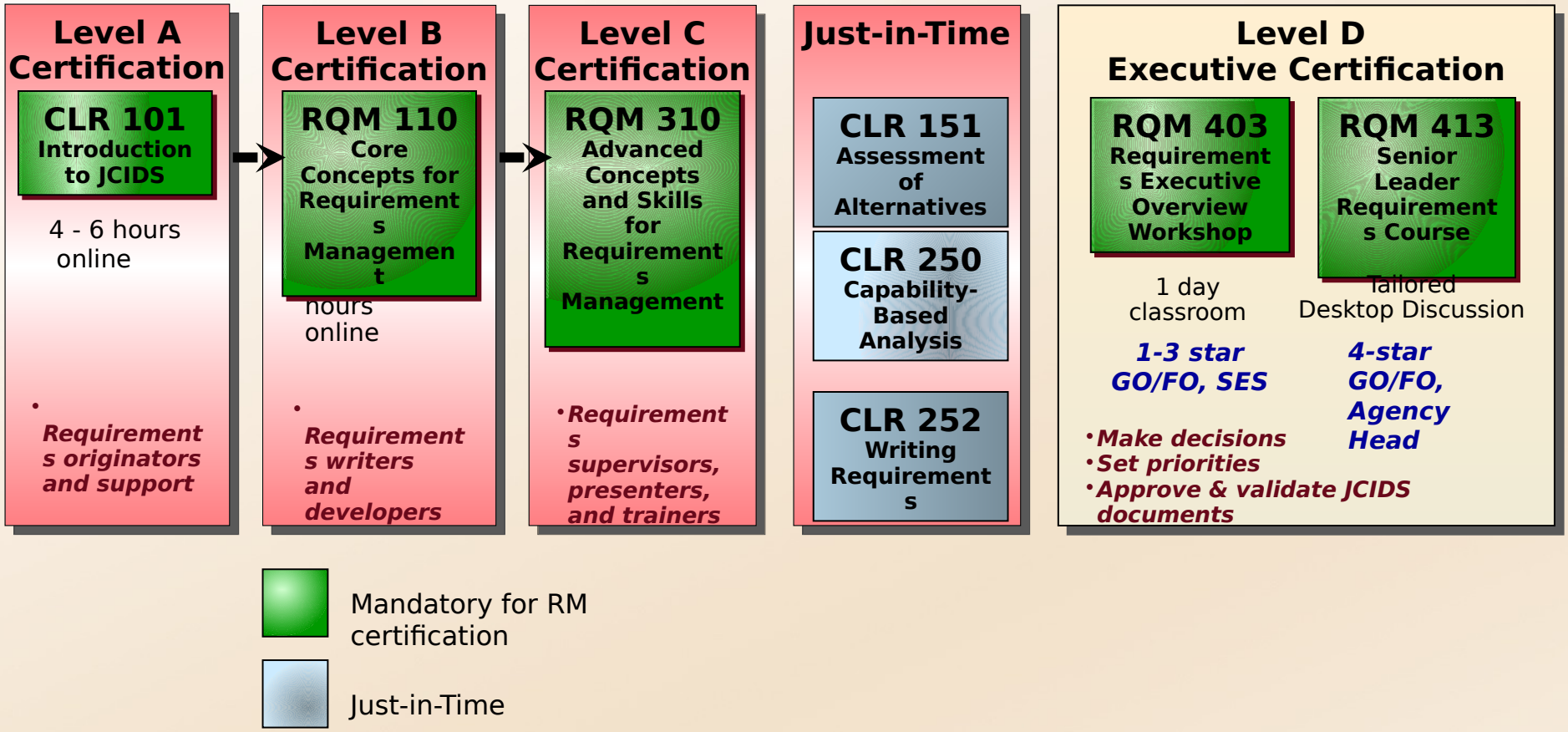
Certification Training Levels

CLR 101 Introduction to JCIDS	RQM 110 Core Concepts for Requirements Management	RQM 310 Advanced Concepts and Skills	RQM 403 Requirements Executive Overview Workshop	RQM 413 Senior Leader Requirements Course
4 - 6 hours	24 - 30 hours	5 days	1 day	Tailored

quired Training Level Guidelines

A	**Contribute to the Requirements generation and capability development process in various capacities to include: JCIDS analysis, subject matter or domain expertise, document staffing and coordination and / or administrative support – *Requirements Originators and Support***
B	**Significantly involved with Requirements generation and capability development in specific capacities, i.e. study leadership, planning, writing, adjudicating comments, and facilitating inter-organizational development and coordination of Requirements documents – *Requirements Writers and Developers***
C	**Designated by organizational leadership for advanced Requirements instruction; Primary duties involve leadership / supervisory roles in requirements generation and capability development; Organizational representative in pertinent program management and JCIDS forums to include FCB Working Group, FCB, JCB and JROC meetings – *Requirements Supervisors, Presenters, and Trainers***

Requirements Management Training Curriculum


Level A Certification
CLR 101 Introduction to JCIDS
4 - 6 hours online
• Requirements originators and support
Level B Certification
RQM 110 Core Concepts for Requirements Management
hours online
• Requirements writers and developers
Level C Certification
RQM 310 Advanced Concepts and Skills for Requirements Management
• Requirements supervisors, presenters, and trainers
Just-in-Time
CLR 151 Assessment of Alternatives
CLR 250 Capability-Based Analysis
CLR 252 Writing Requirements
Level D Executive Certification
RQM 403 Requirements Executive Overview Workshop
1 day classroom
1-3 star GO/FO, SES
RQM 413 Senior Leader Requirements Course
Tailored Desktop Discussion
4-star GO/FO, Agency Head
• Make decisions
• Set priorities
• Approve & validate JCIDS documents
Mandatory for RM certification
Just-in-Time

Unlike the Defense Acquisition Workforce, the Requirements Management Certification Construct is Rank/Grade Agnostic